

ABSTRAK

Fakultas Ekonomi Dan Bisnis

Program Studi S-1 Manajemen

2022

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Pengaruh Lingkungan Kerja, Beban Kerja, Motivasi Kerja dan Kompensasi Terhadap Kinerja Karyawan Pada Masa Pandemi Covid-19 Dan Tinjauannya Dalam Sudut Pandang Islam (Studi Kasus Pada Puskesmas Kecamatan Johar Baru)

Uraian Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja, beban kerja, motivasi kerja dan kompensasi terhadap kinerja karyawan pada Puskesmas Kecamatan Johar Baru. Populasi dalam penelitian ini adalah pegawai tenaga kesehatan yang berjumlah 56 pegawai. Teknik pengambilan sampel yang digunakan adalah sampel jenuh. Metode analisis yang digunakan adalah analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa : (1) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (2) beban kerja berpengaruh negatif dan signifikan terhadap kinerja karyawan. (3) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (4) kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan. (5) lingkungan kerja, beban kerja, motivasi kerja dan kompensasi secara simultan berpengaruh terhadap kinerja karyawan. Menurut pandangan Islam, lingkungan kerja, beban kerja, motivasi kerja dan kompensasi pada Puskesmas Kecamatan Johar Baru sudah sesuai dengan syariat Islam.

Kata Kunci : *lingkungan kerja, beban kerja, motivasi kerja, kompensasi dan kinerja karyawan*

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Pengaruh Lingkungan Kerja, Beban Kerja, Motivasi Kerja Dan Kompensasi Terhadap Kinerja Karyawan Pada Masa Pandemi Covid- 19 Dan Tinjauannya Dalam Sudut Pandang Islam (Studi Kasus Pada Puskesmas Kecamatan Johar Baru).

Uraian Abstrak

The purpose of this study was to determine the effect of work environment, workload, work motivation and compensation on employee performance at Puskesmas Kecamatan Johar Baru. The population of this study is health professional totaling 56 employee. The sample technique used in this study uses saturated sampling. The method of data analysis uses multiple linear regression analysis. The result of hypothesis testing prove that the work environment has a positive effect on employee performance, hypothesis testing prove the workload has a negative effect on employee performance, hypothesis testing prove work motivation has a positive effect on employee performance, hypothesis testing prove that compensation has a positive effect on employee performance and the hypothesis testing prove that work environment, workload, work motivation and compensation simultaneously has an effect on employee performance. The result of regression analysis of work environment has a positive effect on employee performance which means an increase in the work environment will be followed by an increase in employee performance. Workload has a negative effect on employee performance which means an increase in workload will be followed by a decrease in employee performance. Work motivation has a positive effect on employee performance which means an increase in work motivation will be followed by an increase in employee performance. Compensation has a positive effect on employee performance which means an increase in compensation will be followed by an increase in employee performance.

Keywords : work environment, workload, work motivation, compensation, employee performance